

19 July 1979

MEMORANDUM FOR: NFAC Career Development Officer
FROM : OIA Career Development Officer
SUBJECT : Recruiting of Professionals for NFAC and DDS&T
REFERENCE : Your Memorandum, Same Subject, Dated 12 July 1979

I have reviewed the referenced memorandum and believe the basic concept of the "two M.A.-type" is not as applicable to the professional personnel needs of this office as it may be to others.

In most cases, we seek people with master's degrees although we do hire people at the bachelor level. We do not seek to employ people with PH.D.s because that level of academic training is not required for the type of analysis performed in OIA. Besides, we would not be able to retain the services of these people with our modest grade structure.

The nature of the work performed in OIA requires people to be highly specialized--either in military forces analysis, industrial processes, or scientific or engineering weapons-related programs. As you well know, there really is no academic program that teaches people about military forces analysis, and consequently we must recruit people from other academic fields and provide them with the required training ourselves. And although academic degrees in engineering or the physical sciences are directly related to the latter two specialties, we seldom are able to hire people with such degrees--even at the bachelor's level. Again, we are required to hire people with other degrees and provide them with the necessary training in-house.

As analysts progress in their careers, they frequently branch out into additional specializations. When this occurs, the analyst is encouraged to pursue relevant academic training at Agency expense. In terms of the requirements of this office, I would think it more logical to pursue recruiting people with one relevant academic specialty, and provide appropriate Agency-sponsored training in other disciplines as required.



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